

KBKS-FM, KHHO, KJAQ, KJEB, KJR, KJR-FM, KPTR, KZOK-FM**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****I. VACANCY LIST****See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data**

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sports Radio 93.3 KJR Talk Show Host	1-3, 5-11, 18-21, 23-25	7
Senior Outside Account Executive	1-6, 9-10, 12-17, 19-25	4
Outside Account Executive	1-6, 9-10, 19-21, 23-25	4

KBKS-FM, KHHO, KJAQ, KJEB, KJR, KJR-FM, KPTR, KZOK-FM**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Asian Counseling and Referral Services 3639 Martin Luther King Jr Way S Seattle, Washington 98144 Phone : 206-695-7600 Fax : 1-206-695-7606 Young Lim	N	0
2	Central Washington University 400 E University Way Ellensburg, Washington Phone : 509-963-1921 Email : career@cwu.edu Career Services	N	0
3	City University Career Planning & Placement 11900 NE 1st St Bellevue, Washington 98005 Email : careers@cityu.edu Fax : 1-425-709-5441 Paul Saulsvil	N	0
4	Employee Referral	N	4
5	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
6	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	2
7	iHM Human Capital Acquisition	N	1
8	Internal Candidate	N	1

KBKS-FM, KHHO, KJAQ, KJEB, KJR, KJR-FM, KPTR, KZOK-FM**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/Career Services Manual Posting	N	1
10	Nathan Hale High School 10750 30th Ave NE Seattle, Washington 98125 Phone : 206-252-3800 Fax : 1-206-252-3805 Gregg Neilson	N	0
11	Non-Employee Referral	N	1
12	Renton Technical College 3000 NE 4th St Renton, Washington 98056 Phone : 425-235-2352 X7785 Michelle Iko Manual Posting	N	0
13	Seattle Colleges 9600 College Way N Seattle, Washington 98103 Phone : 206-527-3685 Career Services Manual Posting	N	0
14	Seattle University 901 12th Ave PO Box 222000 Seattle, Washington 98122 Phone : 206-296-6080 Career Services Manual Posting	N	0
15	Shoreline Community College 16101 Greenwood Ave N Shoreline, Washington 98133 Phone : 206-546-5882 Michael Boehm Manual Posting	N	0

KBKS-FM, KHHO, KJAQ, KJEB, KJR, KJR-FM, KPTR, KZOK-FM**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Tacoma Community College 6501 S 19th St Tacoma, Washington 98466 Phone : 253-566-5191 Jackie Swallow Manual Posting	N	0
17	University of Puget Sound 1500 N Warner St, #1081 Career & Employment Services Tacoma, Washington 98416 Phone : 253-879-3161 Career Services Manual Posting	N	0
18	Unknown (source not adequately identified upon inquiry by SEU)	N	1
19	Urban League of Metropolitan Seattle 105 14th Ave Seattle, Washington 98122 Phone : 206-461-3792 X3034 Email : info@urbanleague.org Fax : 1-206-461-8425 Marilyn Harris	N	0
20	Washington State Association of Broadcasters PO Box 11341 Tacoma , Washington 98411 Phone : 541-419-0141 Url : www.wsab.org Email : kshipman@wsab.org Career Services	N	0
21	Washington State Dept. of Services for the Blind 3411 S Alaska St. Seattle, Washington 98504 Phone : 206-721-4422 Email : info@dsb.wa.gov Fax : 1-206-721-4103 Career Services	N	0
22	Washington State University 382 Murrow Center Pullman, Washington 99164 Phone : 509-335-6576 Darby Baldwin Manual Posting	N	0

KBKS-FM, KHHO, KJAQ, KJEB, KJR, KJR-FM, KPTR, KZOK-FM**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Washington Vocational Services 22316 70th Ave W Suite D Attn: Job Announcements Mountlake Terrace, Washington 98043 Phone : 425-774-3338 Email : jlyon@wvs.org Fax : 1-425-744-1555 Michelle Caiola	N	0
24	Western Washington Indian Employment & Training Program 3701 6th Ave #4 Tacoma, Washington 98406 Phone : 253-879-9066 Email : dmartin@quinault.org Career Services	N	0
25	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			11

KBKS-FM, KHHO, KJAQ, KJEB, KJR, KJR-FM, KPTR, KZOK-FM**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/10/2024	Participation in events or programs sponsored by educational institutions	On October 10, 2024, our SEU's Vice President of Sales attended Kennedy Catholic High School's Career Day in Burien, WA. He spoke about his career path including how he started in radio, his educational background, and his responsibilities in his current position as a VP of Sales in the broadcast industry. Additionally, the students had the opportunity to ask questions about his career and career path.	1	VP of Sales
2	10/30/2024	Participation in events or programs sponsored by educational institutions	<p>On October 30, 2024, our SEU's Vice President of Sales met in person with a student enrolled in the Fall 2024 Principles of Selling class, part of the Jack and Ann Rhodes Professional Sales Program at the University of Washington's Foster School of Business.</p> <p>The student visited our Seattle office to conduct a mock sales call, simulating a real-world sales meeting with the goal of "landing the meeting." Our Vice President of Sales participated in the exercise, providing feedback and a performance rating that contributed to the student's course grade.</p> <p>In addition to the mock call, our Vice President of Sales shared insights into her career path, discussed opportunities in broadcast sales, and answered questions about employment in the broadcasting industry. This interaction offered the student a valuable, hands-on learning experience and a deeper understanding of careers in media sales.</p>	1	VP of Sales

KBKS-FM, KHHO, KJAQ, KJEB, KJR, KJR-FM, KPTR, KZOK-FM**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	10/31/2024	Participation in events or programs sponsored by educational institutions	<p>On October 31, 2024, our SEU's Vice President of Sales participated as a panelist in a marketing/sales class within the Jack and Ann Rhodes Professional Sales Program at the University of Washington's Foster School of Business. The panel included engagement with students on topics such as career development, the evolving role of technology in sales, and industry expectations.</p> <p>She also shared her personal career journey, highlighting how technological advancements have transformed the sales landscape. Students asked questions about the broadcasting industry, the application and interview process, and how to succeed in sales roles. She provided practical advice and guidance, helping students better understand career pathways and professional expectations in the media sales field.</p>	1	VP of Sales

KBKS-FM, KHHO, KJAQ, KJEB, KJR, KJR-FM, KPTR, KZOK-FM**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	10/31/2024	Participation in events or programs sponsored by educational institutions	<p>On October 31, 2024, our SEU's Vice President of Sales met in person with a student enrolled in the Fall 2024 Principles of Selling class, part of the Jack and Ann Rhodes Professional Sales Program at the University of Washington's Foster School of Business.</p> <p>The student visited our Seattle office to conduct a mock sales call, simulating a real-world sales meeting with the goal of "landing the meeting." Our Vice President of Sales participated in the exercise, providing feedback and a performance rating that contributed to the student's course grade.</p> <p>In addition to the mock call, our Vice President of Sales shared insights into her career path, discussed opportunities in broadcast sales, and answered questions about employment in the broadcasting industry. This interaction offered the student a valuable, hands-on learning experience and a deeper understanding of careers in media sales.</p>	1	VP of Sales

KBKS-FM, KHHO, KJAQ, KJEB, KJR, KJR-FM, KPTR, KZOK-FM**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	2/7/2025	Participation in events or programs sponsored by educational institutions	<p>On February 7, 2025, our SEU's Vice President of Sales met in person with a student enrolled in the Winter 2025 Principles of Selling class, part of the Jack and Ann Rhodes Professional Sales Program at the University of Washington's Foster School of Business.</p> <p>The student visited our Seattle office to conduct a mock sales call, simulating a real-world sales meeting with the goal of "landing the meeting." Our Vice President of Sales participated in the exercise, providing feedback and a performance rating that contributed to the student's course grade.</p> <p>In addition to the mock call, our Vice President of Sales shared insights into her career path, discussed opportunities in broadcast sales, and answered questions about employment in the broadcasting industry. This interaction offered the student a valuable, hands-on learning experience and a deeper understanding of careers in media sales.</p>	1	VP of Sales
6	2/20/2025	Participation in Job Fairs	On February 20, 2025, our SEU participated in the Seattle Annual Diversity Employment Day Career Fair, a live event focused on promoting diversity in employment. Our Vice President of Sales represented the SEU, engaging with job seekers to discuss broadcast employment opportunities. She provided insights into careers in broadcasting and answered questions about working in the industry.	1	VP of Sales

KBKS-FM, KHHO, KJAQ, KJEB, KJR, KJR-FM, KPTR, KZOK-FM**EEO PUBLIC FILE REPORT****October 1, 2024 - September 30, 2025****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	4/30/2025	Participation in events or programs sponsored by educational institutions	<p>On April 30, 2025, our SEU's Vice President of Sales met in person with a student enrolled in the Spring 2025 Principles of Selling class, part of the Jack and Ann Rhodes Professional Sales Program at the University of Washington's Foster School of Business.</p> <p>The student visited our Seattle office to conduct a mock sales call, simulating a real-world sales meeting with the goal of "landing the meeting." Our Vice President of Sales participated in the exercise, providing feedback and a performance rating that contributed to the student's course grade.</p> <p>In addition to the mock call, our Vice President of Sales shared insights into her career path, discussed opportunities in broadcast sales, and answered questions about employment in the broadcasting industry. This interaction offered the student a valuable, hands-on learning experience and a deeper understanding of careers in media sales.</p>	1	VP of Sales
8	5/6/2025	Participation in events or programs sponsored by educational institutions	<p>On May 6, 2025, our SEU's Vice President of Sales participated as a guest speaker and panelist at the University of Washington's Undergraduate Women in Business's Entertainment Industry Spotlight Event. Approximately 40 student members attended. She shared insights into her personal and professional journey, discussed her career path in broadcasting, and highlighted the rapid evolution of the industry. She also answered student questions during the panel discussion.</p>	1	VP of Sales

KBKS-FM, KHHO, KJAQ, KJEB, KJR, KJR-FM, KPTR, KZOK-FM
EEO PUBLIC FILE REPORT
October 1, 2024 - September 30, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	7/31/2025	Participation in Job Fairs	On July 31, 2025, our SEU participated in the Seattle Annual Diversity Employment Day Career Fair, a live event focused on promoting diversity in employment. Our Vice President of Sales represented the SEU, engaging with job seekers to discuss broadcast employment opportunities. She provided insights into careers in broadcasting and answered questions about working in the industry.	1	VP of Sales